

## NAVCA Trustee Recruitment Strategy – 2022

Our trustees make key decisions about our strategy and direction. They provide important insight and knowledge to help NAVCA carry out our important work supporting our members and the voluntary and community sector. In 2022, we are looking to recruit up to 5 new trustees to replace current trustees that are stepping down, including a Treasurer.

In September 2021, we published our Statement Of Intent, acknowledging that anti-racism is ongoing work that requires continual improvement, reflection and action. We stated that we would '*review and change our internal structures and ways of working, to ensure we are anti racist in our practice at all levels including in diverse leadership and representation, and recruitment*'. We also stated that '*we know that we have under-representation of people from Black, Asian and other Ethnic backgrounds in leadership roles, in NAVCA and its membership. We know that this contributes to a deficiency in our drive towards greater social and economic inclusion, decision making and organisational development*.' Now, as multiple positions on our Board open up, we want to use this opportunity to develop and diversify our Board.

Since publishing our Statement of Intent, we have been working on anti-racism within NAVCA and our membership. We have held multiple workshops with Gamiel Yafai, Director of Diversity Marketplace, including one in March 2022 on Board and Trustee responsibilities regarding equity, diversity and inclusion. Our Anti-Racist Group, comprised of NAVCA staff and staff from our member organisations, meets 6 weekly, providing a platform to discuss ideas and action to tackle racism in our sector. We have also met with Getting on Board and are organising training for our members so that they can lead on diverse trustee recruitment in their local voluntary and community sector.

Recruitment for a new Treasurer will take place through the summer, with other trustees being recruited to join the Board following voting at our AGM in the autumn.

As of May 2022, we have 10 trustees. Our Board needs a minimum of five trustees, at least three of which must be elected by members; and a maximum of 13, 9 of whom must be elected by members.

We are aware that our Board is uniform in age and ethnicity, with only 1 non white member. We are keen to recruit wider perspectives to inform our decision making. While most of the Trustees from our membership are CEOs, we are keen to recruit more junior members of staff to our Board that can offer valuable and diverse insight. We would also like to provide them with an opportunity for career development and a greater understanding of NAVCA and our membership.

We would like the outcome from this strategy to be a greater diversity of perspectives in board discussions and decisions. To this end we will advertise roles targeting groups which are currently underrepresented, we are open to people joining the board who may not have all of the skills required, but who bring that perspective; we have reviewed our adverts and processes to be open and accessible to as wide a group as possible; and we are working with organisations bringing that diversity of perspective to help our search.

By the end of 2022, we will have recruited and inducted new trustees and be further on our journey of diversifying our leadership and decision making.